

BEFORE THE HUMAN RIGHTS COMMISSION
OF THE STATE OF MONTANA

MARY WILSON,
Charging Party

HRB CASE NO. 0151017606

-v-

FINAL AGENCY DECISION

MONTANA DEPARTMENT OF PUBLIC
HEALTH AND HUMAN SERVICES -
VOCATIONAL REHABILITATION,
Respondent

Charging Party, Mary Wilson (Wilson), filed a complaint with the Department of Labor and Industry (Department) alleging discrimination in governmental services on the basis of age, sex, disability and marital status. Following an informal investigation, the Department determined that a preponderance of the evidence did not support Wilson's allegations that Respondent, Montana Department of Public Health and Human Services - Vocational Rehabilitation, discriminated against Wilson. The Department issued a Notice of Dismissal. Wilson filed an objection with the Montana Human Rights Commission (Commission). The Commission considered the matter on March 14, 2016. Mary Wilson did not appear to present argument. Mary Tapper appeared and argued on behalf of Montana Department of Public Health and Human Services - Vocational Rehabilitation.

The Commission reviews a decision of the Department to dismiss a complaint using an abuse of discretion standard. *Section 49-2-511(2), MCA*. After careful consideration, the Commission concludes the determination of the Department to dismiss the complaint in this case is not an abuse of discretion.

If a charging party chooses to commence a civil action in district court, the charging party has 90 days after the date this order is issued to file a complaint in district court, in the district

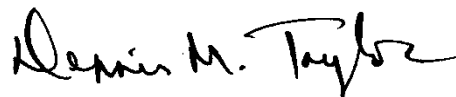
where the alleged violation occurred, and seek appropriate relief. *Section 49-2-511(3)(a), MCA.*

If a charging party fails to commence a civil action within 90 days, the claims are time barred. *Id.*

Alternatively, a party may ask a district court to review the decision of the Commission to affirm the dismissal of a complaint. *Sections 2-4-702 and 49-2-511(3)(b), MCA.* This review must be requested within 30 days of the date of this order. A party must promptly serve copies of a petition for judicial review upon the Human Rights Commission and all parties of record. *Section 2-4-702(2), MCA.*

IT IS HEREBY ORDERED, that Mary Wilson's objection is **overruled**. The Commission affirms the determination of the Human Rights Bureau to dismiss the complaint against Montana Department of Public Health and Human Services - Vocational Rehabilitation

DATED this 17th day of March, 2016.

A handwritten signature in black ink, reading "Dennis M. Taylor", is positioned above a horizontal line.

Dennis M. Taylor, Chair
Human Rights Commission

CERTIFICATE OF SERVICE

The undersigned secretary for the Human Rights Commission certifies that a true and correct copy of the foregoing ORDER was mailed to the following by U.S. Mail, postage prepaid, on this 17th day of March, 2016.

MARY WILSON
156 RIVERSIDE DRIVE
EUREKA, MT 59917

MONTANA DEPARTMENT OF
PUBLIC HEALTH AND HUMAN SERVICES
MARY TAPPER - OFFICE OF LEGAL AFFAIRS
P.O. BOX 4210
HELENA, MT 59604

A handwritten signature in cursive script that reads "Annah Howard".

Annah Howard, Legal Secretary
Montana Human Rights Bureau